Organizational & Departmental Context (Culture):

Synthesis of Recommendations

1. Focused time and space for collaboration (purposeful, inclusive, consistent, with protocols)—working together toward goals
2. Faculty-driven informed data-gathering and evidence-based decisions
3. Ongoing professional learning opportunities that honor professional judgment of faculty
4. Trusting environment with increased transparency and clarity in communications regarding learning processes and results (“it’s about the students”)
5. Culture of improvement and innovation—open to making mistakes and learning from them
6. Giving administrators a real “window to the work” (concrete evidence)—building relationships, open and explicit communications [think broadly about key administrative stakeholders]